

Workforce Race Equality Standard: Action Plan - September 2019

Action	Description	Responsible	By When
Governance of WRES	Equality and Inclusivity Steering Group takes responsibility for setting and monitoring the Trust's Equality and Diversity strategy. Chaired by the Chief Operating Officer and Director of Workforce and Organisation Development. Reports into Quality and Risk board committee. Now the steering group has been running for over 12 months, refresh TOR to ensure they are still relevant and ensure full attendance by members providing cover when unable to attend in person.	COO/Director of Workforce and OD	Q3 19/20
Achieve 10 year trajectory (year on year) to achieve aspirational equity for BAME staff representation as senior level (8a and above) within the Trust	Review and prioritise actions within WRES Aspirational Goals as outlined in NHSI Model Employer report to increase BAME staff representation at senior levels within the Trust. Other actions within this action plan will also support this. Progress will be monitored both internally and externally by the National WRES team On the BAME network agenda from December 2019	Executive team/ Head of Resourcing/Trust EDS lead	2028 but reviewed bi-monthly at BAME network meeting.
Compassionate and Collective Leadership programme	The Trust is undertaking a Compassionate and Collective Leadership programme and currently in the diagnostic phase. Currently in the diagnostic phase which includes a staff wide survey and focus groups. Design phase will commence following outcomes from these in late 2019.	Dir Workforce & OD	Commence Q2 19/20
Freedom to Speak up Champions	Launch of Freedom to Speak up champions reporting into Freedom to Speak up Guardian to ensure accessibility for staff in all areas of the Trust on both sites Training provided to national guidelines	FTSuP Guardian supported by Director of Workforce ad OD	Commence Q2 19/20
Unconscious bias training	Training to be mandated for all staff once compatibility with ESR systems have been identified. Currently a standalone system. Will be rolled out to the whole organisation for recruiting managers to understand and compensate for unconscious bias. Refreshed Recruitment and Selection Training with unconscious bias training a pre-requisite for attendance	Head of Resourcing/HR Manager/ Learning and Development manager	Ongoing
Career Coaching	The Trust is pursuing a new avenue with regard to career coaching by collaborating with a fully trained colleague from CUH who has lived experience planned to deliver this. Liaising with a local Trust who have implemented a simplified successful model.	Director of Workforce and OD/ EDS lead/ CUH colleague	Q3 19/20
Increase core membership of BAME network	Event on 18/10/19 to celebrate 'one year on' Will collect expressions of interest at the meeting and source ideas on timings and dates to facilitate fuller membership. Bi monthly staff stories, detailing individual journeys, discussed at BAME network and presented to the Board.	BAME chair / network members/ FTSuP Guardian	Q1 19/20 and ongoing

Review of line management training offer	Currently sourcing external Race bias/discrimination training package that will be used for signposting and incorporated into a new Masterclass- 'Resolving concerns within my team'. Trust E and D expectations are incorporated into all in house line management training to complement the offer.	Leadership team and EDS lead	Q3 19/20
Stepping Up programme	Non-Executive Director who is the BAME Sponsor meeting with prospective candidates to support them with their applications for the National Programme. East of England STP has also sourced funding to run a local programme.	NED sponsor/ Regional STP	Q3 19/20
Diversity by Design	Trust has signed up to a pilot of NHS Trusts recruiting into key roles in a new format. One of 15 Trusts. Two roles identified.	Director of Workforce and OD/ Head of Resourcing	Q3 19/20
Overseas recruitment	Trust to set up a 'buddy system' to support staff from overseas. BAME network members have committed to lead on this and will work closely with the recruitment and retention nurses to ensure timely notice of new starters arriving	BAME network members/ recruitment nursing team	Q2 19/20